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File No. S 37/2 pt I

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P. W **DEPARTMENT**

E **BRANCH**

Subject:— Resolutions passed by the S.S.E asson.

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S. 37/27-I

Std. Sectt. 78A e.

G.R., G D., No 2408, dated 22-5-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. S-37/27 pt I

P. W DEPT.

E BRANCH.

References :—

Copies from original file B [illegible]

Date.	To whom sent.	Notes and instructions.

No. S. 37/27/61012-E(II).

Public Works Department,
Bombay Castle, 8th October 1949.

From

The Deputy Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Association of Subordinate Service of Engineers,
Public Works Department,
C/o K.A. Kelkar, Esquire,
631/22, Sadashiv Peth,
Poona. 2.

Subject:- Resolutions passed at the 28th Annual Conference of the Association of Subordinate Service of Engineers, Public replies received thereto.

Dear Sir,

With reference to your letter No. 66 (without date), I am directed to convey the following decisions of Government on the points raised by you in your letter aforesaid:-

Paragraph 1(i) of the letter: The starting pay for temporary D.C.E. Overseers has recently been raised from Rs. 90/- to Rs. 116/- Government considers that the pay of Rs. 116/- offered to D.C.Es. quite sufficient.

2. Paragrabh 1 (ii) of the letter. The statement made by the Association is incorrect. The rule referred to is in respect of crossing the efficiency bars by the members of the Subordinate Service of Engineers and not in respect of recruitment thereto. Recruitment to Bombay Service of Engineers, Class II, by promotion is made by selection and nomination members of the Subordinate Service of Engineers and temporary Overseers, etc., according to their seniority, proved ability and merit, irrespective of the qualification. Accordingly a non-qua ified member of the Subordinate Service of Engineers, of proved ability and merit, can be nominated by Government for promotion to the Bombay Serive of Engineers, Class II.

3. Paragraph 1(iii) of the letter: Appointments to the Bombay Service of Engineers, Class II, are made strictly according to the recommendations of the Bombay Public

Service Commission. You are, however, requested to quote concrete cases of the type, if referred to by you.

4. Paragraph 1(iv) of the letter: Surveyors, in the Southern Circle, who are Diploma holders are being counted against the sanctioned cadre of overseers of that Circle and no distinction is made between those surveyors and overseers. When the surveyors are placed in charge of regular sections, they are designated as overseers.

5 Paragraph 1(v) of the letter:- The relative seniority of officiating Deputy Engineers in all the Circles is reckoned on the unifrom basis of their seniority as permanent overseers and they are reverted after taking into consideration their relative seniority, merit and ability.

6. Paragraph 2 of the letter: Your request to further revise the scale of the Subordiate Service of Engineers cannot be granted.

7. Paragraph 4 of the letter: In the present circumstances Government does not consider it necessary to fix any percentage for promotion of members of the Subordinate Service of Engineers to Bombay Service of Engineers, Class II.

8. Paragraph 5 of the letter. Government considers that there is not truth in the statement made by the Association in that " Proper attention to rules in force is not properly given at different levels causing geneeral injustice. At times the aggrived persons are afraid to approach higher quarters in the fear of victimization". The Association is, therefore, requested to withdraw this statement immediately.

9. Paragraph 7 of the letter:- The matter is under active consideration of Government.

10 Orders revising theexisting limit of Travelling Allowance of Rs. 51/12/- per Mensem to Rs. 60/14/- Per Mensem have since been issued.

Yours faithfully,

Sd/-
(K.V.Goglekar),
Deputy Secretary to the Government of Bombay,
Public Works Department.

D.A. Nil .

Copy, with copy of the letter under reference ,to-

the Electrical Commissioner with the Government of Bombay,

the Superinteding Engineers of Circles,

the Electrical Engineer to Government,

the Public He alth Engineer to Government,

ofr information in continuation of Government Endorsement No. S. 37/27/14664 -E (II), dated 16th April 1949 .

8-10-49

Id/-

10-10-49

ASSOCIATION OF THE SUBORDINATE SERVICE OF ENGINEERS,
PUBLIC WORKS DEPARTMENT.

No. 66 of 1949 Poona, Date:-

From

V.K. Bapat,
President ,Asscoaition of S.S. of Engineers,
C/o K.A. Kelkar General Secretary
631/22 Sadashiv Poona 2.

To

The Hon' ble Minister,
Health & Public Works Department,
Government of Bombay,
Bombay.

Subject:- Resolutions passed at the 28th Annual Conference of the Association held at Poona, and replies received thereto.

Reference:- No. S/37/27/14664 E (II) from Public Works Department, Bombay,dated 16th April 1949.

Sir,

Reference to the reply to Resolution No.1. the Association has briefly to state the grounds on which the resolution has been passed.

The Association has to point out in this connection a few instances wherein due respect to the rules in force has not been paid. To quote some of the instances out of many they are as under.

i) The Govt. have allowed higher starting pays to the maximum limit of Rs. 132 in the scale of Rs. 90 to 132 p.m. to temporary Overseers holding D.C.E. qualification and Rs. 200 p.m. in the scale of Rs. 150 to Rs. 200 p.m. to temporary overseer holding B.E. Degree. Some of the fresh Graduate Overseers who had accepted service on the initial pay of Rs. 150 p.m. were given pay of Rs. 180 p.m. instantaneously while Diploma holders who were given Rs.90 p.m. as starting pay were ignored, from giving the benefit of higher starting pay. The Association feels that this discrimination should not have been primarily allosed to be continued by the controlling authority viz. Superintending Engineers, who should have given an equitable treatment themselves, when they allowed higher starting pay to graduates only.

ii) The Department is not competant to nominate candidates having no qualification for promotions to B.S.E. II Service; vide Bombay P.W.D. Manual under Chapter II C- Promotions para (C) 19.

There are no rules to show that promotion to B.S.E. Class II Service can be given to members of S.S.E. Cadre who hold no technical qualifications. Please vide Govt. Gazette dated 8th April 1948 Para. (II) and confirmed vide Press Note received under Govt. letter No. S. 37 /27/3229-E-(I dated

In spite of rules in force such promotions have been given even recently denying the righteous claims of other candidates.

(iii) The Association has a knowledge of instances where graduate overseers who were considered to be not fit even for an annual increment in pay as an overseer have been selected by Govt. in B.S.E. Class II Service.

(iv) Some of Diploma holders holding the posts of 'Surveyors ' in Southern Circle are denied to be called as. 'Overseers ' in the department although, they were working as overseers and are holding sectional charges since long. While some of the sub-overseers and non-qualified persons are promoted as overseers in the Department such g;arong desperity of not designating them properly denies them their previleges of leading rightful career as an oveseer. Thus it will appear that there is not uniform policy in this Department as regards appointments, promotions, pays, pays, interpretation of senirotity in service etc. and it is entirely left to the differemnt controlling officers, who interpret rules peace meal

(v) Even the policy of reversior of Deputy Engineers of overseers holding D.C.E. qualification is inconsistant with the rules of seniority which are interpreted differently in different circles, thereby causing great injustice to many.

It is such cases that give reason for the Association to feel that grievances are not properly attended to even at higher levels.

Ref:- Govt. Reply to Resolution No. 2. The Association is grateful that Govt. has now taken a decision to consider the question of revising the initial pay of Subordinate Service of Engineers. The Association however requests that an early decision may be taken in the matter as this question has been delayed and is causing great bitterness in the ranks.

Followingsuggestions are offered for consideration while fixing the initial pays

1) At oresent fresh temporary overseers holding Diplomas are given Rs. 132/- as starting pays while candidates in the permanent establishment in the scale of Rs. 80-5-100-8-140- E.B. -270

Thus there is a great desparity in the emoluments of bot and no consideration is given to the length of service rendered. The Association therefore suggests that initial/startingpay should not beless than Rs. 100/- p.m. and should be given from 1.1.1947 when revised pay scales were given effect to. Increment should be given in proportion to the length of service and no bar should be placed. This is necessary as the application of revised pay scale rules have failed to give any relief to persons who had put in service after year 1935 as can be seen from statement given below.

Year	Pay in the Scale of Rs. 54-4-90-4-130-5-150	
1935	Rs. 54	
1936	" 58	
1937	" 62	
1938	" 66	
1939	" 70	
1940	" 74	
1941	" 78	
1942	" 82	
1943	" 86	
1944	" 90	(Scale revised to Rs. 70-5-110-10-250).

Year	Pay in the scale of Rs. 54-4-90-4-130-5-150
1945	Rs. 95
1946	" 100
1947	" 105
1947	" 108 (Pay fixed at Rs. 108 in the scale revised as per Pay Commission scales i.e. Rs. 80-5-100-8-140-10-270. Thus relief for past services since year 1935 was denied.

Thus the intended benefit of revision of pay scales to compensate the increase in thestandard of living is not achieved . The Association therefore suggests that consideration of length of service should be given as under for fixing up pay on 1-1-1947.

Year	Original pay as drawn. Rs.	Pay revised as per scales.	Pay suggested.
1	2	3	4
	54		Rs. 100 (Pay suggested by Associat
1935	58		108 ion in scale of Rs.
1936	62		100-8-140-10-270-Select-
1937	66		116-270 ion grade Rs. 300/-).
1938	70		124
1939)	74		
1940)	78		132 (One increment in every
1941)	82		year for first three years
1942)	86		140 and 2-years increment
1943)	90		afterwards for arriving at
1944)	95		150 the starting pay on
1945)	100		1-1-1947.
1946)	105	108	
1947			160
			160 Pay to be fixedas per revi-
			sed staatting pay
			on 1-1-1947.

Thus it will be seen that the Associations suggestions for giving consideration for past services are reasonable. This is quite in conformity with the Govt's policy of giving higher starting pay to temporary persons (Overseer) viz. Rs. 132/- p.m. and Rs. 180/- for D.C.E.'s & B.E.'S.

Ref:- Govt. reply to Resolution No. 3.

The Association regrets to note the Govt. reply and maintains its just demand as passed in the Resolution No. 3 to eliminate the chances of favouritism.

Ref:- Govt. reply to Resolution No. 4.

The Association notes that there is no fixed policy of recruitment by promotion to Class II Service as such promotions are made at random and unless there is any definite policy of promotions there cannot be any incentive for competing for higher posts. The Association had therefore suggested the percentages to be retained in B.S.E. Class II service to the extent of n 5% This needs reconsideration. Similarly such percentage should be equally distributed among different circles which will eliminanate any chances of favouritism.

Ref:- Govt. Reply to Resolution No. 5:-

The Govt. negative reply does not satisfy the Association in as much as it is the personal cases wherein the proper attention to rules in force is not properly given at different levels, causing general injustice. At times the agrived persons are afraied to approach higher quarters in the fear of victimization . The Association is therefore the only recognized body through which cases which are genera l in character can be ventilated.

Ref:- Govt. to Resolutions No. 6,9 and 13

The Association regrets to note thenegative replies to Resolution Nos. 6, 9 and 13 an d requests Govt. to reconsider its decision.

Ref:- Govt. Reply to Resolution No. 10.

The Association requests the Govt. to please give their early decision in thematter as sufficient time has elapsed since the resolution was first passed at far back as in December 1947 by the Association at its 27th Annual Conference, as inordinate delay of such type causes severe discontent among the members.

Ref:- Govt Reply to Resolution No. 12.

The Association thanks Govt. for their sympathetic reply and request that early decision may kindly be given.

Yours faithfully,

Sd/- V.K. Bapat,
President ,
Association of S.S. of Engr.

P.W.D. , Poona.

Copy with compliments to the Chief Engineer and Secretary to Government of Bombay,

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True Copy

V.G. Phatak,
Junior Asstt. Iss e Section,
P.W.D. Secretariat.